

ForumIAS

GENERAL STUDIES

Name Of Candidate

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Roll No.

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Date:

28/12/2021

Time Allowed: Three Hours

Maximum Marks: 250

INDEX TABLE			INSTRUCTION
Q. No.	Max. Marks	Marks Obtained	<p>1. Please do furnish Name, Email, Roll No and Mobile in the answer sheet.</p> <p>2. There are <i>TWELVE</i> questions printed in <i>ENGLISH & HINDI</i>, all questions are compulsory.</p> <p>3. The number of marks carried by a question/part is indicated against it.</p> <p>4. Answers must be written in the medium authorized in the admission Certificate, which must be stated clearly on the cover of this Question-Cum-Answer (QCA) Booklet in the space provided.</p> <p>5. Word limit in questions, if specified, should be adhered to. Any page or portion of the page left blank in the Question-Cum Answer Booklet must be clearly Struck off.</p> <p><i>Any specific messages for ForumIAS Mentors/Evaluators with respect to your copy? Write it here.</i></p> <p>-----</p> <p>-----</p> <p>-----</p> <p>-----</p> <p>-----</p> <p>-----</p> <p>-----</p> <p>-----</p> <p>-----</p> <p>-----</p> <p>-----</p>
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Evaluator's Discretion:			For Student Only
			Start Time End Time
Total Marks:			Mode Of Examination: Online <input type="checkbox"/> Offline <input type="checkbox"/>
Evaluator's Discretion: This is the marks awarded at the discretion of the evaluator based on your overall impression, on the basis of (but not limited to) your handwriting, presentation, use of diagrams, flowcharts, facts and figures or absolutely anything that he/she liked in your copy.			For Office Use Only
			ECN CODE: EG: Evaluation Date:

Note: You can discuss your evaluated copy with the Mentor. Raise a ticket from your portal to schedule a mentor call or visit the offline centre to meet mentor (all 7 days, Timings – 11 AM to 6 PM). Further if you are unsatisfied with the evaluation, you can seek re-evaluation of the copy.

Parameters	Excellent	Very Good	Good	Average	Poor	Very Poor
Language						
Structure						
Presentation						
Handwriting						
Content						
Attempt						

ADDITIONAL REMARKS

Section - A

Q.1) a) How far do you agree that moral values are not universal and eternal; rather they change based on 'sthan, kaal, patra' (place, time, and agent)? (10 marks, 150 words)

आप कहीं तक सहमत हैं कि नैतिक मूल्य सार्वभौमिक और शाश्वत नहीं हैं; बल्कि वे 'स्थान, काल, पात्र' के आधार पर बदलते रहते हैं? (10 अंक, 150 शब्द)

Moral values are standards of behaviour that we prefer in our lives. such - truthfulness, honesty

The scope and nature of values have been widely debated. As per universalists - since we all are equal "sons/daughter of god", all values are universally applicable. Eg - Proponents of human rights claim universality. However, communitarians, value relativists and value pluralists argue that values are not abstract.

They are rooted in reality of society
 For example - greece spent money on
 gymnasiums rather than helping slaves

In my view, some views are universal,
 while many remain rooted in social
 reality

Universal values

- Tolerance - necessary for peace
- Human dignity - as categorical imperative
- Honesty, truthfulness

Values located in society

- family values - such as touching feet
 of elders - Indian
- social justice - as moral value -
 provided by Indian constitution
 (Article, 15(4)) but absent in many
western

Thus, values are both universal and local

Feedback

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b) Courage is what it takes to stand up and speak; courage is also what it takes to sit down and listen. What does courage mean to you? Explain with help of two examples from your life where you have acted courageously. (10 marks, 150 words)

साहस वह है जो खड़े होने और बोलने के लिए आवश्यक है; साहस वह भी है जो बैठने और सुनने के लिए आवश्यक है। आपके लिए साहस का क्या अर्थ है? अपने जीवन के दो उदाहरणों की सहायता से स्पष्ट कीजिए जहाँ आपने साहसपूर्वक कार्य किया है। (10 अंक, 150 शब्द)

Courage means doing the right thing (rooted in welfare of humanity) in challenging circumstances.

Gandhi was epitome of courage, when he advocated masses to face armed britishmen with adherence to truth.

Courage also requires one to stand up and speak truth to power, when powerful individuals are committing mistake

Courage, conversely, also requires one to being open to listen to a point of view, which we may not consider right. For it leads to growth in ourselves.

Examples from my life

① As captain of my team, I put up a brave fight against home team which was supported by a big crowd and committed referees.

It helped team bonding to the most.

② I raised my voice against inappropriate touching of my relative, which was making one of my cousins feel unsafe. This led to course correction.

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Q.2) a) People often confuse revenge for justice; but revenge masquerading as justice often leads to injustice. Explain this statement and bring out differences between justice and revenge.

(10 marks, 150 words)

लोग अक्सर न्याय के बदले बदला लेने को भ्रमित करते हैं; लेकिन न्याय के रूप में बदला लेने से अक्सर अन्याय होता है। इस कथन की व्याख्या कीजिए और न्याय और प्रतिशोध के बीच के अंतरों को उजागर कीजिए। (10 अंक, 150 शब्द)

Justice has an strong element of fairness.

As per Rawls, justice is architectonic

notion of social architecture. It is first

principle of society.

It involves proportionality,
right procedure as well right intent.

Revenge is a feeling of
getting compensation for wrongs committed
to us. It is driven by emotions.

It lacks reason, misses
proportion and creates scope for
injustice to other party.

Justice is hating the sin . Revenge is hating the sinners .

Gandhi's attitude towards

British was an example of justice.

Britishers like Churchill's view towards

Indians and Gandhi was an example

of Revenge .

Thus, justice leads to emergence of truth, peace and sense of achievement of mutual good. Revenge results into mental agony, more violence and continued distrust.

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b) Guilt is a powerful negative emotion that can eat away a man from inside. Discuss what causes guilt and how it can be managed and control. Can guilt lead to positive outcomes? Justify.

(10 marks, 150 words)

अपराधबोध एक शक्तिशाली नकारात्मक भावना है जो एक आदमी को अंदर से खा सकती है। चर्चा करें कि अपराध बोध का कारण क्या है और इसे कैसे प्रबंधित और नियंत्रित किया जा सकता है। क्या अपराधबोध से सकारात्मक परिणाम प्राप्त हो सकते हैं? औचित्य सिद्ध करें।

(10 अंक, 150 शब्द)

Guilt is feeling of being wrong due to acts committed in past.

From Gandhi, to Nehru, probably every great being feels guilty. In many, it also symbolises reflection.

However, if left unaddressed, without doing complete justice — It makes individual weak.

Causes of Guilt

- ① Reflection over our deeds
- ② Moral education
- ③ At times, failure also makes us ~~remembers~~ remembers our mistakes, and makes us guilty.

Ways to manage & control

- ① Writing down ones thoughts
- ② Accepting our mistakes
- ③ Doing justice, subjecting oneself to rule of law, family, society
→ proportionate justice

Thus if used as feedback to our mistakes
it can help in:

- (a) mending our ways
- (b) Becoming more aware about moral duties
- (c) Help us become ethical.

Feeling of guilt is present in services

specially due to conflict between human and service values.

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Q.3) a) A good citizen may disagree with a democratically derived law, but should never carry the disagreement to open disobedience. How far do you agree with this statement? Discuss in Indian context. (10 marks, 150 words)

एक अच्छा नागरिक लोकतांत्रिक रूप से निर्मित कानून से असहमत हो सकता है, लेकिन असहमति को खुले तौर पर अवज्ञा तक नहीं ले जाना चाहिए। आप इस कथन से कितना सहमत हैं? भारतीय संदर्भ में चर्चा कीजिए। (10 अंक, 150 शब्द)

Dr. Ambedkar, in his "constitution of Anarchy" gave the lesson of constitutional morality.

He asked us to avoid taking streets, rather take constitutional means, in independent republic. Reverence to the values of constitution is supreme political morality.

It provides right of freedom of speech, protest, and constitutional remedies. Thus it must be these means which should

be used to show our displeasure.

Open disobedience reflects

breakdown of law, anarchy. This must be the last resort in extreme situation

The emergency imposed during 1976, was such one occasion.

Protests check the powers misuse but they must not be misused.

Especially civil servants must be mindful while showing displeasure. Only authoritarianism demands disobedience.

Feedback

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b) Outcomes of illegitimate means cannot be justified no matter how valuable they are. Comment.
(10 marks, 150 words)

अवैधानिक साधनों के परिणामों को उचित नहीं ठहराया जा सकता है, चाहे वे कितने भी मूल्यवान क्यों न हों। टिप्पणी कीजिए।
(10 अंक, 150 शब्द)

The debate between means and ends
goes back centuries

Sophists argued that there
are ends like money, power which justify
all behaviour. Socrates argued that
only right means could make us realise
what is true happiness

Utilitarians

- Argue that ends justify means
- It's a teleological argument,
- It can hurt our moral values.
- It has resulted into wars over centuries.

That is why Kant argued for deontology, Arjuna from Mahabharata and Gandhi for purity of means.

However, human life is full of contradictions. Gandhi himself advocated violence during Quit India movement, as repression was no more tolerable.

Thus, we must prioritise purity of means over ends. But in situation of life and death - pragmatic approach is the right way forward.

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Q.4) a) Differentiate between the following:

(10 marks, 150 words)

निम्नलिखित के बीच अंतर करें :

(10 अंक, 150 शब्द)

i) Organizational ethics and organizational culture

संगठनात्मक नैतिकता और संगठनात्मक संस्कृति

ii) Intellectual integrity vs moral integrity

बौद्धिक सत्यनिष्ठता बनाम नैतिक सत्यनिष्ठता

Organisational Ethics - refers to yardstick
of right and wrong. These are standards
that ought to be followed. They are
the aims. They may not necessarily
represent true picture.

Organisational Culture - They represent
the practised behaviour and realities.
They reflect how employees, stakeholders
treat each other.

Intellectual Integrity - It refers to referring right sources while quoting data, not bluffing in answers and not misleading the examiners

Moral Integrity - These are moral values, where our every aspect, speech, thought, action is upright. There is coherence across public & private morality

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b) The professional role of a civil servant is very demanding that often creates deep cleavages between personal and professional life. In this context, discuss the importance of emotional intelligence for a civil servant. (10 marks, 150 words)

एक सिविल सेवक की पेशेवर भूमिका बहुत अधिक मांग वाली होती है जो अक्सर व्यक्तिगत और व्यावसायिक जीवन के बीच गहरी दरार पैदा करती है। इस संदर्भ में, एक सिविल सेवक के लिए भावनात्मक बुद्धिमत्ता के महत्व पर चर्चा करें।

(10 अंक, 150 शब्द)

Emotional Intelligence refers to knowing and understanding personal as well as emotions of others around us - and regulating them in socially desirable manner.

As per CSDS, many civil servants are stressed and committing suicides. Daniel's Goleman's concept of EI which involves

- personal awareness
- personal management
- social awareness
- social management

remains very relevant for civil services.

Civil servants are often

- ① overlooked
- ② underslept
- ③ facing challenging situations
- ④ making difficult decisions

This takes a toll on personal lives as —

- ① stay away from families
- ② don't give enough time
- ③ miss the human touch, love, care
- ④ may become depressed.

Thus, meditation, yoga and EI becomes important. PM on civil services day called for outcome oriented emotionally intelligent officers

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Q.5) What does each of the following quotation mean to you?

(10 marks, 150 words)

निम्नलिखित में से प्रत्येक उद्धरण आपके लिए क्या मायने रखता है?

(10 अंक, 150 शब्द)

a) The only thing necessary for triumph of evil is for good men to do nothing.

"बुराई की जीत के लिए केवल एक चीज आवश्यक है कि अच्छे लोग कुछ न करें।"

It is said that wrong does continue to do wrong things because no one is ready to say the right things. Evil thus, triumphs in the absence of action by goodmen.

The famous poem of "first they came for the and I did nothing : . ." perfectly sums up the case

Nazis rose and rose because in order to limit communists, Britain and France

chose to do nothing.

That is why ML King held that "Hottest place in hell belongs to those who do nothing, take no stand in a great test of morality".

India's overcame british evil tactics because our freedom fighters chose to oppose the evil.

Therein lies the lesson to act against evil. If not acted against, it becomes monster.

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b) In law a man is guilty when he violates the rights of others. In ethics he is guilty if he only thinks of doing so. -Immanuel Kant
(10 marks, 150 words)

कानूनन एक व्यक्ति दोषी है जब वह दूसरे के अधिकारों का उल्लंघन करता है, नैतिकता में वह केवल इसके बारे में सोचने पर ही दोषी है- इमैनुअल कांट
(10 अंक, 150 शब्द)

Immanuel Kant was a scholar of categorical imperative, who held that - every step must be moral.

Ethics, for Kant, was personal standard of right and wrong - beyond what legal system may do-

Thus, he holds that only thinking can make us evil.

Gandhi's nonviolence is a similar idea, where he forbids violence in thought, speech and action.

Even, Vivekananda held that our true self (Atman, Brahman) keep a look at right and wrong.

Even thinking is an act of sin

Thus, we see a coherence among great men.

Civil services must make sure that challenges make them more ethical not less

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Q.6) a) Persuasion and coercion both have their utility in shaping attitude, depending upon the necessity, urgency and context. Explain with examples. (10 marks, 150 words)

अनुनय और बलपूर्वक दोनों की आवश्यकता, तात्कालिकता और संदर्भ के आधार पर दृष्टिकोण को आकार देने में उपयोगी है। उदाहरण सहित स्पष्ट कीजिए। (10 अंक, 150 शब्द)

Persuasion is an deliberate act of social influence to make one/group act in a socially desirable manner.

Coercion involves use of fear, force or disincentives to force one act in desirable manner.

Persuasion requires careful study of subject, right tools and right messaging.

Coercion is a uniform tool. It is always the stick and seldom the carrot.

Need For persuasion

- ① In big behavioural change (Nudge)
- ② In reforming society for long term
- ③ In bringing order at a crowded place

Need for Coercion

- ① In bringing out truth from trained terrorists
- ② In ensuring that law is not violated by strongmen
- ③ In ensuring justice, when injustice is being done by high fish (Matsyanyan)

It has usage in civil services - Both of them.

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b) Privacy and RTI are often labelled as antithetical to each other. How far do you agree with this view? Also propose the management of conflicts that arise while upholding both right to privacy and right to information. (10 marks, 150 words)

गोपनीयता और आरटीआई को अक्सर एक दूसरे के विरोधी के रूप में लेबल किया जाता है। आप इस मत से कहीं तक सहमत हैं? निजता के अधिकार और सूचना के अधिकार दोनों को कायम रखते हुए उत्पन्न होने वाले संघर्षों के प्रबंधन का भी प्रस्ताव करें। (10 अंक, 150 शब्द)

While privacy is part of fundamental

right of life with dignity (21); RTI

is fundamental right under article

19

Importance of privacy - it enables

- ① Dignity
- ② self expression
- ③ Freedom
- ④ Growth of Individual

RTI ensures

- ① Transparency - Information as demanded
- ② checks and balances - by public
- ③ Accountability - if wrong found

Conflict

- ① When private sensitive info is used to tarnish one's life.
- ② when privacy is used to limit public's access to true information

RTI Act

section (8) provides for "proving" harm to privacy. It provides exemptions
 A harmonious balance would lead to a good life for citizens and good governance

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c) Accountability without transparency is hollow, transparency without accountability is meaningless. Explain the statement with suitable examples. (10 marks, 150 words)

पारदर्शिता के बिना जवाबदेही शून्य है, जवाबदेही के बिना पारदर्शिता अर्थहीन है। उपयुक्त उदाहरणों के साथ कथन की व्याख्या करें। (10 अंक, 150 शब्द)

Accountability refers to formal answerability of one's acts - done in official capacity.

Transparency refers to letting the light pass through the annals of decision making processes

Accountability minus transparency means maximum discretion but minimum check

of hurts, and fails to ensure formal accountability.

Transparency too does not automatically reflect accountability

Afghanistan under Taliban is a transparent case of human rights violation. However, powerless citizens are unable to question the regime. Thus, no accountability is being done.

Similarly in failed democracies such as Pakistan, there is no transparency about deep state but words of accountability

Indian RTI and article 311, 312 envision accountability as well as transparency.

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SECTION - B

Q.7) Amit had been working with a large multinational company for the last fifteen years and had recently got promoted to the post of a manager. Amit had a team of 15 people which performs certain crucial tasks for the company. Amit was happy with the performance of fourteen people, but one of the women members of his team was not performing her tasks properly. She made multiple careless errors while working on a crucial project which costed many hours to the whole team to rectify. She also took leaves very frequently which negatively impacted the performance of the whole team.

Amit decided to talk to her and explain that the way she was doing her job was very unprofessional. Instead of taking his feedback constructively, she accused him of having a negative and biased attitude towards women. She further said that Amit was making these complaints only because she was a woman. Amit was taken aback by this type of response.

She continued with the same unprofessional behaviour at work. This kind of behaviour was also having a negative effect on the morale of the team. Some other members of the team started taking frequent leaves without notice and started working carelessly. Amit decided to take up the matter with his boss. Amit informed the senior manager about the unprofessional attitude of the woman employee and falling performance of the team. When woman employee was called for explanation, she told his senior manager that Amit had been harassing her the whole time and she wanted to launch a complaint against Amit under Prevention of Sexual harassment at workplace (POSH) Act. This came as a shock to Amit. A complaint was registered against Amit with the Internal complaints committee (ICC). Amit was sent on leave till the completion of the enquiry. Further, this was very insulting for Amit as he was labelled as a molester and many of his friends stopped talking or interacting with him.

Discuss the following with reference to this case:

- What are ethical issues involved in misuse of legal safeguards available with employee?
- Given the need for setting a correct example, discuss the options available with Amit. Also, select the most suitable option. (20 marks, 250 words)

अमित पिछले 15 सालों से एक बड़ी मल्टीनेशनल कंपनी के साथ काम कर रहे थे और हाल ही में मैनेजर के पद पर पदा-न्नत हुए थे। अमित के पास 15 लोगों की टीम थी जो कंपनी के लिए कुछ महत्वपूर्ण कार्य करती है। अमित चौदह लोगों के प्रदर्शन से खुश थे, लेकिन उनकी टीम की एक महिला सदस्य अपने कार्यों को ठीक से अंजाम नहीं दे रही थी। उसने एक महत्वपूर्ण परियोजना पर काम करते हुए कई लापरवाही पूर्ण गलतियां कीं, जिसे सुधारने में पूरी टीम को कई घंटे लग गए। उसने बहुत बार छुट्टियाँ भी लीं जिससे पूरी टीम के प्रदर्शन पर नकारात्मक प्रभाव पड़ा।

अमित ने उससे बात करने का फैसला किया और समझाया कि जिस तरह से वह अपना काम कर रही थी, वह बहुत ही गैर-पेशेवर है। उसने अपनी प्रतिक्रिया को रचनात्मक रूप से लेने के बजाय आप पर महिलाओं के प्रति नकारात्मक और पक्षपातपूर्ण रवैया रखने का आरोप लगाया। उसने आगे कहा कि अमित ये शिकायत सिर्फ इसलिए कर रहा था क्योंकि वह महिला थी। इस तरह की प्रतिक्रिया से अमित दंग रह गए।

उसने उसी गैर-पेशेवर व्यवहार के साथ कार्य को जारी रखा। इस तरह के व्यवहार का टीम के मनोबल पर भी नकारात्मक प्रभाव पड़ रहा था। टीम के कुछ अन्य सदस्य बिना किसी सूचना के बार-बार छुट्टी लेने लगे और लापरवाही से काम करने लगे। अमित ने इस मामले को अपने बॉस के समक्ष उठाने का फैसला किया।

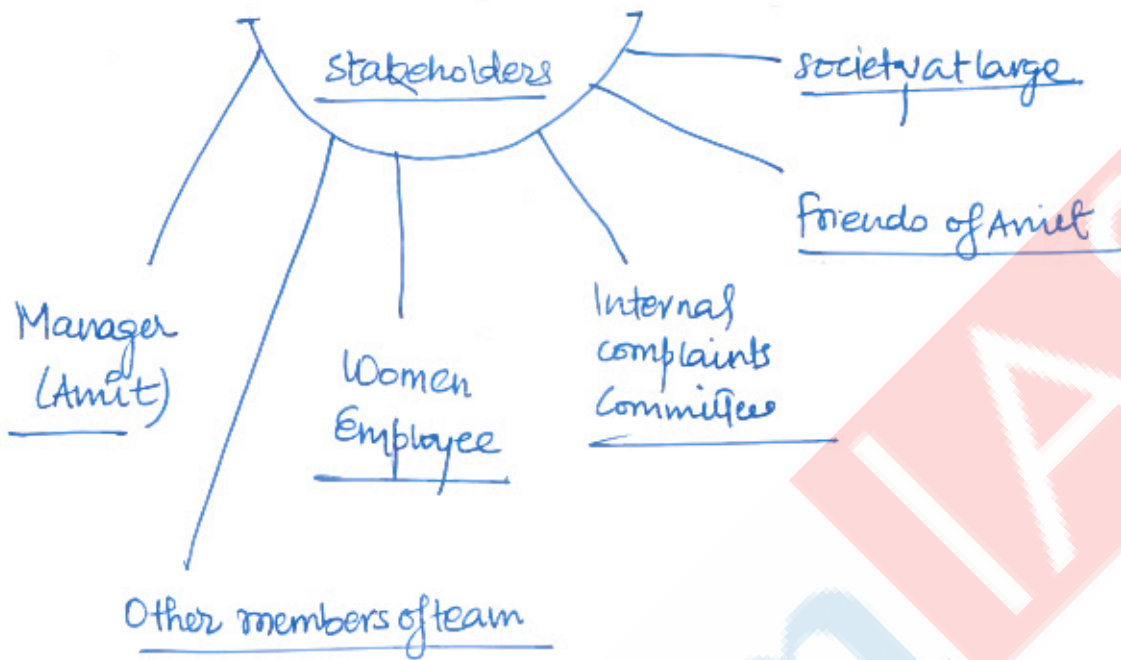
अमित ने वरिष्ठ प्रबंधक को महिला कर्मचारी के गैर-पेशेवर रवैये और टीम के गिरते प्रदर्शन की जानकारी दी। जब एक महिला कर्मचारी को स्पष्टीकरण के लिए बुलाया गया, तो उसने अपने वरिष्ठ प्रबंधक से कहा कि अमित अक्सर परेशान करता है और वह अमित के खिलाफ कार्यस्थल पर यौन उत्पीड़न रोकथाम (POSH) अधिनियम के तहत शिकायत दर्ज करना चाहती थी। अमित के खिलाफ आंतरिक शिकायत समिति (आईसीसी) में शिकायत दर्ज कराई गई थी। जांच पूरी होने तक अमित को छुट्टी पर भेज दिया गया है। इसके अलावा, यह अमित के लिए बहुत अपमानजनक था क्योंकि उस पर मोलेस्टर का ठप्पा लगा दिया गया था और उसके कई दोस्तों ने उससे बात करना या बातचीत करना बंद कर दिया था।

इस मामले के संदर्भ में निम्नलिखित पर चर्चा करें :

- कर्मचारी के पास उपलब्ध कानूनी सुरक्षा उपायों के दुरुपयोग में कौन से नैतिक मुद्दे शामिल हैं?
- एक सही उदाहरण स्थापित करने की आवश्यकता को देखते हुए, अमित के पास उपलब्ध विकल्पों पर चर्चा कीजिए।
(20 अंक, 250 शब्द)

Corporate workculture driven by focus on achieving targets faces challenges due to non-performance of some members. Perform or Perish culture gets entangled in issues of ethical nature due to grey area of legality. Misuse of laws aimed at empowering women hurts the causes of genuine women who have been victims.

The above case is one such case, where law of POSH is being misused.



(A) Ethical Issues

- ① Misuse of laws made to help workplace safer for vulnerables.
- ② Procedural Punishment even when Individual has not become convicted
- ③ Loss of Reputation to sincere employee in office, who aimed at getting best of employees

- ④ Poor work culture, driven by few employees who start the trend of misusing laws.
- ⑤ Social norm of accepting fault of men based on personal biases.
- ⑥ Demoralising impact of such events on honest, hardworking employees.
- ⑦ Loss of social reputation, due to sincere effort.
- ⑧ Negative impact of Public life on private life, with relatives and family members in stress.

[B] Options Available with Amit

- (a) Resign from the company, alleging loss of prestige and social standing.

- (b) Continue in company till enquiry is finished, cooperate, and resign post enquiry.
- (c) Go through the procedure established and follow the norms. Post enquiry, do the performance analysis and make sure that non-performance is held accountable.

Suitable Option - (c)

- ① The law has been in place keeping in mind the social Relations. Thus it is important to follow the process.
- ② Remind friends in cordial manner - about why guilt should not be held as presumption
- ③ Do the performance audit, without any hatred against the employee.
- ④ Make sure that culture of accountability is ensured.

Moral courage and ability to follow norms in difficult situations is necessary to create work culture

Feedback

(For OFFICE use only)

Structure/ Presentation
Question Interpretation
Content
Value Addition
Total



Q.8) You are a young honest IAS officer who has been recently posed as an SDM in a district of a state in western India. The state has high incidence of agricultural poverty and farmers' suicide. This year has been especially bad for the farmers. The Covid induced lockdown drove down prices of food commodities, reduced purchasing power of people and restricted the supply of many agricultural inputs.

During summer months the state witnessed locust attack. Standing crops of farmers were destroyed. The government launched a loan waiver programme for the affected farmers. Many of the farmers whose crops were destroyed were compensated. After a few months, your district witnessed another agricultural disaster. A sudden hail storm severely affected the standing crops in your district. Given the widespread agricultural distress, the state government again launched a loan relief scheme. The state government laid down certain criteria for eligibility under the scheme. One of the criteria was that farmers can claim loan waiver only once.

The process for the loan waiver started and you paid special attention that all eligible farmers get benefited as early as possible. One day, a group of distressed farmers approached you. They told you that due to a hail storm their house collapsed and all the documents were lost. They pleaded that you use your discretion and approve their name for the loan waiver scheme. They told you that if they don't get any help from the state, they have no other options but to commit suicide. You were moved by their plight and approved their name in the beneficiary list for loan waiver on compassionate grounds.

After some days, you saw a headline in your local newspaper mentioning scam and corruption in loan waiver schemes. The report mentioned multiple cases where a farmer was able to secure benefit under both loan waiver schemes: one for the locust attack and other for the hail storm. Many farmers who did not even have standing crops during the hail storm, as it was destroyed in locust attack, got the benefit of the loan waiver under hail storm related scheme. You have been accused of using your discretionary power and benefiting some undeserving farmers. A corruption enquiry has been started against you for your alleged role in this multi crore rupee scam.

- a) The entire episode has come as shock to you, where a decision in good faith has landed you in trouble. What approach will you adopt to handle the situation in hand? Justify.
- b) What measures can be taken to ensure that honest civil servants are not punished for bonafide mistakes on their part? (20 marks, 250 words)

आप एक युवा ईमानदार आईएएस अधिकारी हैं जिन्हें हाल ही में पश्चिमी भारत के एक राज्य के एक जिले में एसडीएम के रूप में नियुक्त किया गया है। राज्य में कृषिगत गरीबी और किसानों की आत्महत्या की उच्च घटनाएं हैं। किसानों के लिए यह साल विशेष रूप से खराब रहा है। कोविड प्रेरित लॉकडाउन ने खाद्य वस्तुओं की कीमतों को कम कर दिया, लोगों की क्रय शक्ति को कम कर दिया है और कई कृषि आदानों की आपूर्ति को प्रतिबंधित कर दिया है।

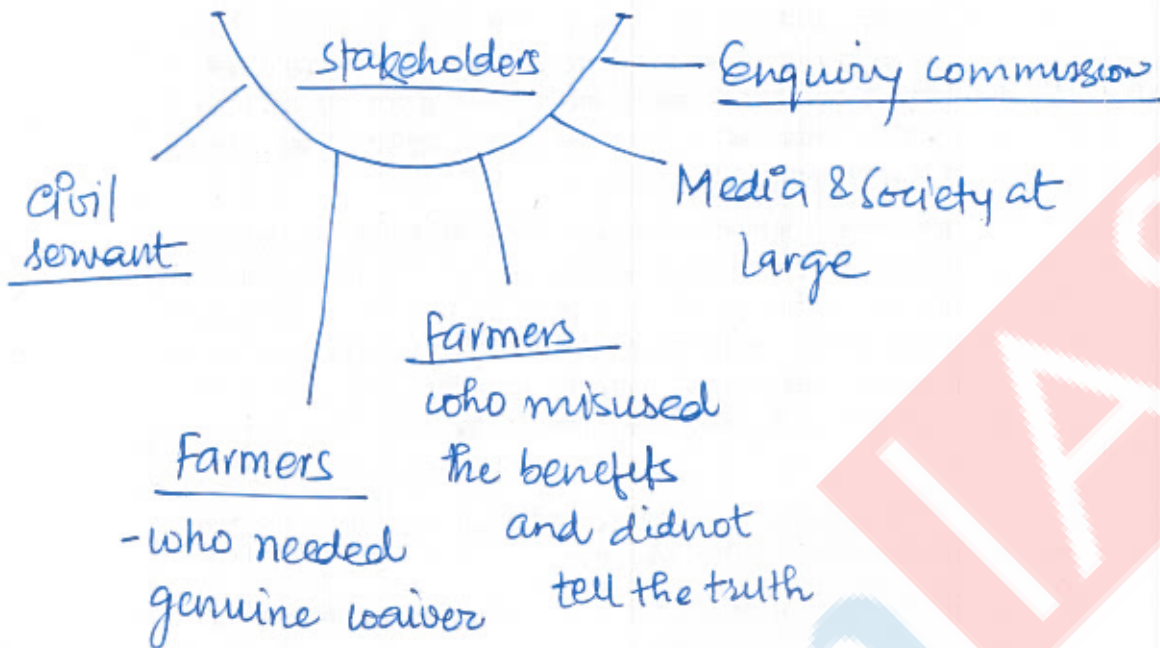
गर्मी के महीनों के दौरान राज्य में टिड्डी दल का हमला देखा गया। किसानों की खड़ी फसल बर्बाद हो गई। सरकार ने प्रभावित किसानों के लिए कर्ज माफी योजना शुरू की है। जिन किसानों की फसल बर्बाद हुई उनमें से कई को मुआवजा दिया गया। कुछ महीनों के बाद, आपके जिले ने एक और कृषि आपदा देखी। आपके जिले में अचानक आई ओलावृष्टि ने खड़ी फसलों को बुरी तरह प्रभावित किया है। व्यापक कृषि संकट को देखते हुए, राज्य सरकार ने फिर से एक ऋण राहत योजना शुरू की। राज्य सरकार ने योजना के तहत पात्रता के लिए कुछ मानदंड निर्धारित किए हैं। एक मानदंड यह था कि किसान केवल एक बार कर्ज माफी का दावा कर सकते हैं।

कर्जमाफी की प्रक्रिया शुरू हुई और आपने इस बात पर विशेष ध्यान दिया कि सभी पात्र किसानों को जल्द से जल्द लाभ मिला। एक दिन, संकटग्रस्त किसानों का एक समूह आपके पास आया। उन्होंने आपको बताया कि ओलावृष्टि के कारण उनका घर गिर गया और सभी दस्तावेज नष्ट हो गए। उन्होंने निवेदन किया कि आप अपने विवेक का उपयोग करें और ऋण माफी योजना के लिए उनके नाम को मंजूरी दें। उन्होंने आपसे कहा कि अगर उन्हें राज्य से कोई मदद नहीं मिलती है, तो उनके पास आत्महत्या करने के अलावा और कोई विकल्प नहीं है। आप उनकी दुर्दशा से प्रभावित हुए और अनुकंपा के आधार पर ऋण माफी के लिए लाभार्थी सूची में उनके नाम को मंजूरी दी।

कुछ दिनों के बाद, आपने अपने स्थानीय समाचार पत्र में ऋण माफी योजनाओं में घोटाले और भ्रष्टाचार का उल्लेख करते हुए एक हेडलाइन देखी। रिपोर्ट में कई मामलों का उल्लेख किया गया है, जिसमें एक किसान ने टिड्डी दल के हमले के और दूसरा ओलावृष्टि दोनों ही ऋण माफी योजनाओं के तहत लाभ प्राप्त किया। कई किसान ऐसे भी थे, जिनके पास ओला वृष्टि के दौरान खड़ी फसलें भी नहीं थीं, क्योंकि टिड्डी हमले में नष्ट हो गई थी, उन्हें ओला वृष्टि से संबंधित योजना के तहत कर्जमाफी का लाभ मिला। आप पर अपनी विवेकाधीन शक्ति का उपयोग करने और कुछ अयोग्य किसानों को लाभ पहुंचाने का आरोप लगाया गया है। करोड़ों रुपये के इस घोटाले में आपकी कथित भूमिका के लिए आपके खिलाफ भ्रष्टाचार की जांच शुरू कर दी गई है।

- यह पूरी घटना आपके लिए सदमे की तरह है, जहां नेकनीयती से लिए गए फैसले ने आपको मुश्किल में डाल दिया है। स्थिति से निपटने के लिए आप क्या दृष्टिकोण अपनाएंगे? औचित्य सिद्ध कीजिए।
- ईमानदार सिविल सेवकों को उनकी ओर से वास्तविक गलतियों के लिए दंडित न किया जाए, इसे सुनिश्चित करने के लिए क्या उपाय किए जा सकते हैं? (20 अंक, 250 शब्द)

Personal value of compassion and public value of due diligence must not become conflicting. When sources with state are scarced, it is duty of a public servant to pay attention to fine details. While being compassionate and humane is a necessary characteristic of a civil servant, it must not be the sufficient.



[A] My Approach

Justice must not only be done. It should also be seen to be done. Given that, it was my mistake to let my emotions override reason & diligence. I must accept the mistake.

Course of Action

① I would assist the commission of

enquiry in honest manner.

Reason - Only fair enquiry can bring back the trust of my colleagues and civilians.

② If necessary, I would go on leave.

Reason - To ensure that I do not appear to be influencing enquiry.

③ I would clarify all the events and accept the mistake. I could also accept any punishment, which is proportionate and fair.

Reason - Rule of law must be supreme.

④ In future - I would be diligent.

My expenditure from public exchequer will be looked into. I would maintain my humane approach, rather than getting succumbed to cruelty by one agent.

[B]. As per 2nd ARC

Power + Discretion - Accountability = Corruption

Thus accountability becomes a part of life, if one is using discretion. There is no excuse for committing error on expense of public exchequer by using discretion.

However, stressed life in services create burden on officers and such cases may happen

Ways:

- ① Personal Training - Emotional Intelligence to understand the truth.
- ② Legal protection - PCA amendment, now requires central government permission to initiate proceedings.
- ③ Civilian Awareness - Any misuse of such emotions by individuals must be held accountable.

Feedback (For OFFICE use only)	
Structure/ Presentation	
Question Interpretation	
Content	
Value Addition	
Total	

Q.9) You are working as a Chief Development Officer in a district. You are known for your honesty and dedication to work. All the files related to development work and contracts in the district pass through your office. This makes your office vulnerable to corruption. You have made it clear to your staff that you will follow zero tolerance to corruption in office and very strict action will be taken against anyone who indulges in corruption.

One day a contractor came to meet you regarding an ongoing project. He informed you that your peon takes money from all the contractors for telling them about your schedule and meeting timings. The contractor told you that it is difficult to meet you because of your busy schedule. The peon takes money and informs them about timings when you are available in the office. It saves them much effort and makes it easy to meet you.

You are unhappy with your peon. You called him and asked for an explanation. The peon told you that he does not ask for money, it is the contractors who give him money on their own. The amount involved is very small, just sufficient for tea or coffee. He further tells that he has 6 daughters, all of whom are unmarried. His youngest daughter has a chronic illness and she is bedridden. He tells you that he is in dire need of money. He also tells you that this is a common practice and peons of all the officers get money from the contractors for facilitating their meetings with other officers.

You enquired about his story with your other staff and whatever he told you about his daughters was true. You know that the salary of a peon is not sufficient for taking care of such a large family and getting good treatment for her daughter. There is also the problem of dowry in the area which makes the marriage of women expensive.

- Why are such acts of petty corruption considered acceptable in government offices?
- Is there a case for serious action against the peon? What will be your course of action to deal with the situation? (20 marks, 250 words)

आप किसी जिले में मुख्य विकास अधिकारी के पद पर कार्यरत हैं। आप अपनी ईमानदारी और काम के प्रति समर्पण के लिए जाने जाते हैं। जिले में विकास कार्यों एवं ठेकों से संबंधित सभी फाइलें आपके कार्यालय से होकर गुजरती हैं। यह आपके कार्यालय को भ्रष्टाचार के प्रति संवेदनशील बनाता है। आपने अपने कर्मचारियों को स्पष्ट कर दिया है कि आप कार्यालय में भ्रष्टाचार को जीरो टॉलरेंस का पालन करेंगे और जो भी भ्रष्टाचार में लिप्त होगा उसके खिलाफ बहुत सख्त कार्रवाई की जाएगी।

एक दिन चल रहे प्रोजेक्ट को लेकर एक ठेकेदार आपसे मिलने आया। उसने आपको बताया कि आपका चपरासी सभी ठेकेदारों से आपके शेड्यूल और मीटिंग के समय के बारे में बताने के लिए पैसे लेता है। ठेकेदार आपको बताता है कि आपके व्यस्त कार्यक्रम के कारण आपसे मिलना मुश्किल है। चपरासी पैसे लेता है और कार्यालय में उपलब्ध होने के समय के बारे में उन्हें सूचित करता है। इससे उन्हें बार-बार चक्कर नहीं काटना पड़ता और आपसे मिलना आसान हो जाता है।

आप अपने चपरासी से नाखुश हैं। आपने उसे फोन किया और स्पष्टीकरण मांगा। चपरासी ने आपसे कहा था कि वह पैसे नहीं मांगता है, यह ठेकेदार हैं जो उसे अपने आप पैसा देते हैं। इसमें दी जाने वाली राशि बहुत कम होती है, उससे तो बस चाय या कॉफी का खर्चा चलता है। वह आगे बताते हैं कि उनकी 6 बेटियां हैं, जिनमें से सभी अविवाहित हैं। उनकी सबसे छोटी बेटी को पुरानी बीमारी है और वह बिस्तर पर पड़ी है। वह आपको बताता है कि उसे पैसे की सख्त जरूरत है। वह आपको यह भी बताता है कि यह एक आम बात है और सभी अधिकारियों के चपरासी ठेकेदारों से अन्य अधिकारियों के साथ बैठक के लिए पैसे लेते हैं।

आपने अपने अन्य कर्मचारियों के साथ उनकी कहानी के बारे में पूछताछ की और आपको पता चला कि उसने अपनी बेटियों के बारे में आपको जो कुछ भी बताया वह सच था। आप जानते हैं कि इतने बड़े परिवार की देखभाल और अपनी बेटी के अच्छे इलाज के लिए एक चपरासी का वेतन पर्याप्त नहीं है। क्षेत्र में दहेज की समस्या भी है जिससे महिलाओं की शादी महंगी हो जाती है।

- a) सरकारी कार्यालयों में ऐसे छोटे-मोटे भ्रष्टाचार के कृत्यों को स्वीकार्य क्यों माना जाता है?
b) क्या चपरासी के खिलाफ गंभीर कार्रवाई का मामला है? स्थिति से निपटने के लिए आपकी क्या कार्रवाई होगी?

(20 अंक, 250 शब्द)

Civil services are considered to be driven by service motive. On contrary, private sector is driven by profit motive. However, the service motive - results into insufficient incomes to employees assisting the civil servants. This drives small corruptions, which leads to big corruptions if goes unchecked.

(A). Reasons behind Acceptance

- ① low pay - compared to the work done
- ② Time saving is more important for wealthy individuals. They prefer such small payments -

- ③ Lack of online and accessible governance makes employees as middlemen.
- ④ Many a times, it is treated as respect for work.

[B]. Given the facts

- (a) Petty amounts
- (b) 6 daughters, chronic disease
- (c) culture of dowry
- (d) low salary

There is not a case for harsh action, given rather than solution, it creates new moral hazards.

My course of Action:

- ① Driven by compassion, objectivity

and persuasion - I would go for humane approach

Steps to be taken

I. In regards to Employee

- I would advise him to stop taking such favours.
- I would tell him about legal consequences if he gets caught - just to make sure that he realises his mistake
- I would try helping him in my personal capacity - towards the treatment of youngest daughter.
- I would request him to focus on education of children. Admission to Jawahar Navodaya Vidyalayas can help his children get good education at lowest

2. In regards to my availability

① I would fix a schedule - when I would be available in office

② In case of my absence due to any emergency, I would update the district website - where details of schedule would be available

While following rules is the most important trait, one can't be indifferent to the context. Virtue ethics demands that we become compassionate - even while enforcing best of the laws.

Feedback

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Structure/
Presentation

Question
Interpretation

Content

Value
Addition

Total



Q.10) Indoo works in the audit department of a famous multinational company. She is known for her honesty and sharp eyes for irregularities. She has many times saved the company from heavy losses and breakdowns. Her husband Suresh works in the same firm as an accounts officer. He is a hard-working and diligent person. Suresh has stood with Indoo during her hard times and always supported her. Both have stood by each other through thick and thin and contributed to the welfare of the company. Many employees see them as a perfect couple balancing their professional and personal lives in a perfect manner.

While auditing the annual performance of the accounts department, Indoo finds that Suresh had made a minor mistake in accounting. This error was overlooked by the department and remained unrecognized. But this error had a cascading effect on the balance sheet of the company. As a result of this mistake, the company suffered a loss of nearly ₹25 lakhs. Indoo was able to pinpoint that Suresh made the mistake, but none of her other colleagues noticed it.

Indoo decided to talk to Suresh before reporting the irregularity to the management. At dinner time, Suresh told Indoo that it was an honest mistake and there was no malafide intention behind it. Indoo has trust in Suresh and believes what he has told her. Suresh also asks Indoo not to report this mistake to the management as it can severely impact his career, and he may even be fired for this mistake. Suresh being jobless will also affect the household. Suresh makes an emotional appeal to Indoo and reminds her how he helped Indoo during her tough times.

Indoo realized that if she did not report the matter, the entire issue may not be noticed by anyone. However, if Indoo decides to report the irregularity, this will have a very negative impact on the career of Suresh. But her conscience and principles towards work are not letting her sleep. She is aware that it was an honest mistake, but call towards her duty is hampering her. Indoo is confused about whether she should report the case or not.

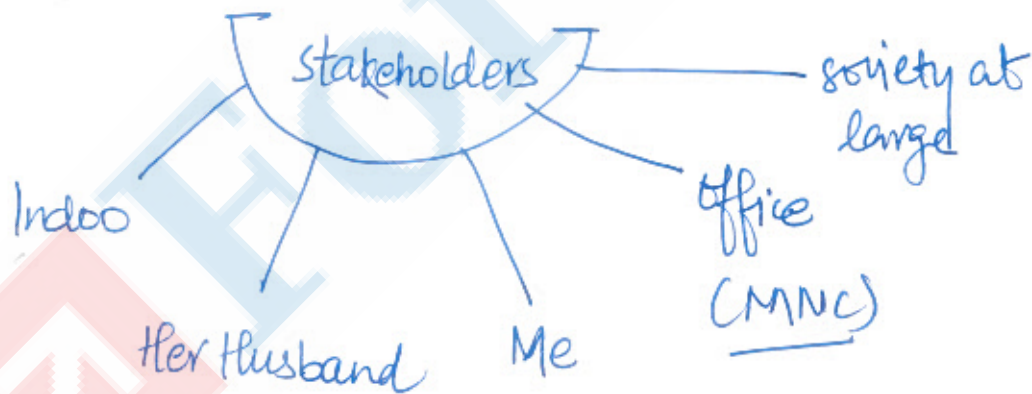
You are a good friend of Indoo. She shares her problem with you and asks you for your help to make a decision. Evaluate various courses of action available with Indoo and help her choose the best option? Also, justify the suggested course of action. (20 marks, 250 words)

इंदू एक प्रसिद्ध बहुराष्ट्रीय कंपनी के लेखा परीक्षा विभाग में काम करती है। वह अपनी ईमानदारी और अनियमितताओं पर पारखी नजर के लिए जानी जाती हैं। उसने कई बार कंपनी को भारी नुकसान और टूटने से बचाया है। उसका पति सुरेश उसी फर्म में लेखा अधिकारी के रूप में काम करता है। वह एक मेहनती और कर्मठ व्यक्ति हैं। सुरेश अपने कठिन समय में इंदू के साथ खड़ा रहा और हमेशा उसका साथ दिया। दोनों एक-दूसरे के उतार-चढ़ाव में साथ खड़े रहे हैं और कंपनी के कल्याण में योगदान दिया है। कई कर्मचारी उन्हें एक आदर्श जोड़े के रूप में देखते हैं, जो अपने पेशेवर और व्यक्तिगत जीवन को सही तरीके से संतुलित रखते हैं। लेखा विभाग के वार्षिक प्रदर्शन का लेखा परीक्षण करते समय, इंदू ने पाया कि सुरेश ने लेखांकन में एक छोटी सी गलती की थी। इस त्रुटि को विभाग द्वारा अनदेखा कर दिया गया और अनजान रहा। लेकिन इस त्रुटि का कंपनी के बैलेंस शीट पर व्यापक प्रभाव पड़ा। इस गलती के परिणामस्वरूप, कंपनी को लगभग ₹25 लाख का नुकसान हुआ। इंदू यह इंगित करने में सक्षम थी कि सुरेश ने गलती की है, लेकिन उसके किसी अन्य सहयोगी ने इस पर ध्यान नहीं दिया। इंदू ने प्रबंधन को अनियमितता की रिपोर्ट करने से पहले सुरेश से बात करने का फैसला किया। रात के खाने के समय, सुरेश ने इंदू से कहा कि यह एक ईमानदार गलती थी और इसके पीछे कोई दुर्भावनापूर्ण इरादा नहीं था। इंदू को सुरेश पर भरोसा है और उसने जो कहा है उस पर विश्वास करती है। सुरेश ने इंदू से प्रबंधन को इस गलती की रिपोर्ट न करने के लिए भी कहा क्योंकि यह उसके करियर को गंभीर रूप से प्रभावित कर सकता है, और इस गलती के लिए उसे निकाल भी दिया जा सकता है। सुरेश के बेरोजगार होने का असर परिवार पर भी पड़ेगा। सुरेश इंदू से एक भावनात्मक अपील करता है और उसे याद दिलाता है कि कैसे उसने इंदू के कठिन समय में उसकी मदद की थी।

इंदू ने महसूस किया कि अगर उसने मामले की रिपोर्ट नहीं की, तो पूरे मामले पर किसी का ध्यान नहीं जाएगा। हालांकि, अगर इंदू ने अनियमितता की रिपोर्ट करने का फैसला किया, तो इसका सुरेश के करियर पर बहुत नकारात्मक प्रभाव पड़ेगा। लेकिन काम के प्रति उनकी अंतरात्मा और सिद्धांत उन्हें सोने नहीं दे रहे हैं। वह जानती है कि यह एक ईमानदार गलती थी, लेकिन अपने कर्तव्य की ओर पुकारना उसे बाधित कर रहा है। इंदू इस बात को लेकर असमंजस में है कि उसे मामले की रिपोर्ट देनी चाहिए या नहीं।

आप इंदू के अच्छे दोस्त हैं। वह आपसे अपनी समस्या साझा करती है और निर्णय लेने के लिए आपसे आपकी मदद मांगती है। इंदू के पास उपलब्ध विभिन्न प्रकार की कार्रवाई का मूल्यांकन करें और उसे सबसे अच्छा विकल्प चुनने में मदद करें? साथ ही, सुझाई गई कार्रवाई को सही ठहराएं। (20 अंक, 250 शब्द)

Private ethics of love, care, helping each other
in thick and thin may come in conflict
 with professional ethics of doing one's
duty diligently. It often leads to
crisis of conscience.



Facts

- ① They are valuable employees to company.
- ② Mistake without malafide Intention.
- ③ Mistake have had cascading effect.

Options Available

- (1) Do not tell the office.
- (2) Go and inform office, without informing the husband
- (3) Let husband himself inform about his mistake to the office
- (4) Both together inform the office.

My suggestionGiven that

- mistake was caught by Indoo
- husband does not want to tell the office

- (i) I would advise her to persuade her husband to accompany her.

- (ii) They both present themselves and tell the truth about the incident.
- (iii) This will have 2 consequences
- (1) Husband wont feel that he has been deserted
 - (2) Companies cascading loss could be stopped
- (iv) In case company decides to take action against husband, Indoo must use her good standing to tell the truth
- (v) For an MNC, 2SL is not worth more than losing 2 such precious, honest employees.
- (vi) Thus, company, in all probability, would accept this demand - with some fine.

An ethical life requires fine balance between personal and professional ethics. Punishing our son in name of sincerity and honesty, without taking in their point of view leads to lack of harmony at home and poor performance at work.

Feedback

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Structure/
Presentation

Question
Interpretation

Content

Value
Addition

Total

Q.11) Rajpura, a remote district inhabited by a tribal population, is marked by extreme backwardness and abject poverty. The villagers are suffering from starvation and destitution. The area is unsuitable for development of large-scale agriculture although some subsistence farming is practiced in the area. The government has tried several targeted welfare schemes for the tribal population but the outcomes have been unsatisfactory. In this restrictive scenario, the youth has begun to migrate to other states to supplement the income of the family. Migration has seen upliftment recently in the village.

But the area is rich in laterite soil which is suitable for brick making. This has resulted in a number of brick kilns operating in the district. These brick kilns act as a source of income to the villagers. There is a demand supply mismatch between the availability of labourers and work, leading to exploitative wage rates for the labourers working in these brick kilns. The brick kilns prefer to use young children for many works because they can fit in tight spaces and lay the rows of bricks closer to each other for drying. The plight of young children of the labourers is that even their parents want them to take up this kind of work to support the family income. Without their children working in kilns, the wage of parents alone is not sufficient to feed the entire family. To run the household, parents of the child labourers themselves drop them at brick kilns to earn. The inadequate living and working conditions in these kilns have caused serious health issues for the children. The soot flying from the furnaces of the kilns is negatively impacting the respiratory health of the people of the district. Symptoms of Chronic obstructive pulmonary disease and asthma are visible in children. Further, the proliferation of the kilns has caused large scale illegal soil mining in the area leading to environmental degradation. The subsistence farming practiced in the area is also getting affected.

In the past, the district administration tried to regulate and shut down some of the brick kilns. But this step of the administration saw stiff resistance from the local population because it is the only source of income for them. Many of the brick kilns are owned by the people who are politically well connected. This has also caused difficulty for administration to take action against these brick kilns.

You are appointed as the district collector of Rajpura. Identify the ethical issues involved in this case study. Which specific steps will you initiate to ameliorate the conditions of children of your district and to improve overall environmental and economic scenario in the district?

(20 marks, 250 words)

राजपुरा, एक आदिवासी आबादी वाला एक दूरस्थ जिला, अत्यधिक पिछड़ेपन और घोर गरीबी से चिह्नित है। ग्रामीण भुखमरी और बदहाली से जूझ रहे हैं। यह क्षेत्र बड़े पैमाने पर कृषि के विकास के लिए अनुपयुक्त है, हालांकि इस क्षेत्र में कुछ निर्वाह खेती का अभ्यास किया जाता है। सरकार ने आदिवासी आबादी के लिए कई लक्षित कल्याणकारी योजनाओं की कोशिश की है, लेकिन परिणाम असंतोषजनक रहे हैं। इस प्रतिबंधात्मक परिदृश्य में, युवाओं ने परिवार की आय के पूरक के लिए अन्य राज्यों में प्रवास करना शुरू कर दिया है। हाल ही में गांव में प्रवासन का उत्थान देखा गया है।

लेकिन यह क्षेत्र लैटेराइट मिट्टी में समृद्ध है जो ईंट बनाने के लिए उपयुक्त है। इसके चलते जिले में बड़ी संख्या में ईंट भट्टे चल रहे हैं। ये ईंट भट्टे ग्रामीणों की आय के स्रोत के रूप में कार्य करते हैं। मजदूरों की उपलब्धता और काम के बीच एक मांग आपूर्ति बेमेल है, जिससे इन ईंट भट्टों में काम करने वाले मजदूरों के लिए शोषक मजदूरी दर बढ़ रही है। ईंट के भट्टे छोटे बच्चों को कई कामों के लिए इस्तेमाल करना पसंद करते हैं क्योंकि वे तंग जगहों में फिट हो सकते हैं और सुखाने के लिए ईंटों की पक्तियों को एक दूसरे के करीब रख सकते हैं।

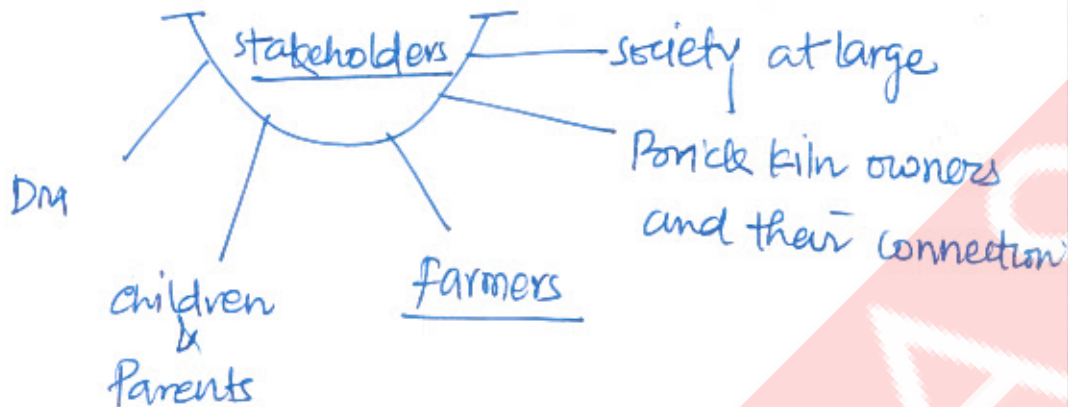
मजदूरों के छोटे बच्चों की दुर्दशा यह है कि उनके माता-पिता भी चाहते हैं कि वे परिवार की आय का समर्थन करने के लिए इस तरह का काम करें। अपने बच्चों के भद्रों में काम करने के बिना, अकेले माता-पिता की मजदूरी पूरे परिवार को खिलाने के लिए पर्याप्त नहीं है। घर चलाने के लिए बाल मजदूरों के माता-पिता खुद कमाने के लिए उन्हें ईंट भद्रों पर छोड़ देते हैं। इन भद्रों में अपर्याप्त रहने और काम करने की स्थिति ने बच्चों के लिए गंभीर स्वास्थ्य समस्याएं पैदा कर दी हैं। भद्रों की भद्रियों से उड़ रही कालिख जिले के लोगों के स्वसन स्वास्थ्य पर नकारात्मक प्रभाव डाल रही है। बच्चों में क्रॉनिक ऑब्सट्रक्टिव पल्मोनरी डिजीज और अस्थमा के लक्षण दिखाई दे रहे हैं। इसके अलावा, भद्रों के प्रसार के कारण क्षेत्र में बड़े पैमाने पर अवैध मिट्टी का खनन हुआ है जिससे पर्यावरण का क्षरण हुआ है। क्षेत्र में चल रही निर्वाह खेती भी प्रभावित हो रही है।

अतीत में, जिला प्रशासन ने कुछ ईंट भद्रों को विनियमित करने और बंद करने का प्रयास किया था। लेकिन प्रशासन के इस कदम का स्थानीय आबादी ने कड़ा विरोध किया क्योंकि यह उनके लिए आय का एकमात्र स्रोत है। कई ईंट भद्रों का स्वा. मित्व उन लोगों के पास है जो राजनीतिक रूप से अच्छी तरह से जुड़े हुए हैं। इससे प्रशासन को इन ईंट भद्रों के खिलाफ कार्रवाई करने में भी परेशानी हो रही है।

आपको राजपुरा का जिला कलेक्टर नियुक्त किया गया है। इस केस स्टडी में शामिल नैतिक मुद्दों की पहचान करें। अपने जिले के बच्चों की स्थिति में सुधार लाने और जिले में समग्र पर्यावरण और आर्थिक परिदृश्य में सुधार के लिए आप कौन से विशिष्ट कदम उठाएंगे? (20 अंक, 250 शब्द)

Developmental needs of society, many a times, especially in third world countries come at loss of individual rights, environmental degradation. Such development is not inclusive and broad based and needs civil servants to be innovative.

The above case presents the same case - where children, farmers are sacrificing for the sake of development.



Ethical Issues Involved

- ① Violation of fundamental right of children's Right to education
- ② violation of child labour norms - which prohibit child labour below 14 years age.
- ③ Poor wages to parents - forcing them to employ their kids.
- ④ Administration being reluctant to take on illegal Brick kiln violating environmental norms.
- ⑤ Farmers being deprived of fair treatment, becoming diseased and losing income.

- ⑥ Brick kiln owners not upgrading their technology, eliminating pollution and child labour.

Specific steps

- ① I would ensure that families get food items from PDS under food security act.
- ② I would ask kiln owners to upgrade technology. I would advise them about incentives by government on modernising kilns.

- ③ I would ensure that children do not trapped in forced labour. They would be admitted in school, provided with MDM, books, dress and mainstreamed.
- ④ If brick kiln owners do not mend ways - legal action would be taken.
- ⑤ These actions would ensure clean environment, easy farming and children becoming true future of our nation.

Justice must ensure that all stakeholders have Incentives. However, law of land should take precedence if violation continues.

Feedback

(For OFFICE use only)

Structure/
Presentation

Question
Interpretation

Content

Value
Addition

Total



Q.12) Saraswathi has been recently appointed as a Labor Enforcement Officer (LEO). Saraswathi has always lived with her family in a metropolitan area. Due to her new posting, she has shifted to a sub-urban area and this is the first time that she is living away from her family. Though Saraswathi is enjoying her work, some cultural difference, especially related to gender discrimination, has come as a rude shock to her.

One day, Saraswathi was inspecting a construction site as part of her official duty of protecting the rights of laborer and ensuring a safe work environment. Upon her arrival on the project site, she was greeted by Ajith, the chief contractor of the project. Ajith showed her around the project site and everything appeared sound at first. However, when she was about to leave, she saw an injured woman, Shanti. Saraswathi initially assumed that Shanti was injured in some work-related accident. She asked Shanti about her injury and what Shanti revealed to Saraswathi shook her.

Shanti told Saraswathi that she was a 17-year-old girl belonging to a tribal community and the contractor had brought her to the construction site with a promise of a decent working wage. While the male laborers were paid 25 rupees/day, Ajith paid Shanti just 15 rupees/day for her back breaking manual labor. Shanti approached Ajith and demanded an increase in her daily wage to 20 rupees/day or she would go back to her village. Shanti was accompanied by some other women laborer. Not only Ajith refused to accept her demand but also thrashed her with a steel rod to set an example for the other laborers. Further, Shanti was forced to work on the construction site and not allowed to go back to her village, so that she can serve as a constant reminder of terrible repercussions for defying the contractor.

Saraswathi, who has never witnessed such barbarism in her sheltered urban life, was overwhelmed by emotions. Saraswathi was furious with the contractor Ajith and demanded an explanation on the incident. Ajith brazenly replied that he pays to his employees what they deserve implying to gender and caste status of the employees. Saraswathi decided to initiate legal action against Ajith. However, her subordinates advised her against taking any action as Ajith is a local strongman and politically well-connected with the ruling dispensation. Ajith also threatened Saraswathi, who lives all by herself in a small town, of dire consequences for her activism. Considering this case, answer the following questions:

- What explains the widespread gender-based pay gap in jobs across sectors?
- Highlighting ethical issues involved in this case, evaluate different courses of actions available to Saraswathi.
- If you were in Saraswathi's position, what would you have done? Justify. (20 marks, 250 words)

सरस्वती को हाल ही में श्रम प्रवर्तन अधिकारी (LEO) के रूप में नियुक्त किया गया है। सरस्वती हमेशा अपने परिवार के साथ महानगरीय इलाके में रही हैं। अपनी नई पोस्टिंग के कारण, वह एक उपनगरीय क्षेत्र में स्थानांतरित हो गई हैं और यह पहली बार है जब वह अपने परिवार से दूर रह रही हैं। हालांकि सरस्वती अपने काम का आनंद ले रही हैं, लेकिन कुछ सांस्कृतिक अंतर, विशेष रूप से लैंगिक भेदभाव से संबंधित, उसके लिए एक कठोर आघात के रूप में आया है।

एक दिन, सरस्वती मजदूरों के अधिकारों की रक्षा करने और सुरक्षित कार्य वातावरण सुनिश्चित करने के अपने आधिकारिक कर्तव्य के तहत एक निर्माण स्थल का निरीक्षण कर रही थीं। परियोजना स्थल पर पहुंचने पर, परियोजना के मुख्य ठेकेदार जगत ने उनका स्वागत किया। जगत ने उसे परियोजना स्थल के आसपास को दिखाया और उसे पहली बार में सब कुछ ठीक लग रहा था। हालांकि, जब वह जाने वाली थी, तभी उसने एक घायल महिला शांति को देखा। सरस्वती ने शुरू में माना कि शांति किसी काम से संबंधित दुर्घटना में घायल हो गई थी। उसने शांति से उसकी चोट के बारे में पूछा और सरस्वती को जो शांति ने बताया उसने उसे झकझोर कर रख दिया।

शांति ने सरस्वती को बताया कि वह एक आदिवासी समुदाय की 17 साल की लड़की है और ठेकेदार उसे अच्छे काम के वादे के साथ निर्माण स्थल पर ले आया था। जबकि पुरुष मजदूरों को 25 रुपये/दिन का भुगतान किया जाता था, वहीं अजीत ने शांति को केवल 15 रुपये दिन का भुगतान किया, जो कि शारीरिक श्रम को पीछे धकेलने वाला था। शांति ने अजित से संपर्क किया और अपने दैनिक वेतन में 20 रुपये/दिन की वृद्धि की मांग की या वह अपने गांव वापस चली जाएगी। शांति के साथ कुछ अन्य महिला मजदूर भी थीं। अजित ने न केवल उसकी मांग को मानने से इनकार कर दिया बल्कि अन्य मजदूरों के लिए एक उदाहरण स्थापित करने के लिए उसे स्टील रॉड से पीटा। इसके अलावा, शांति को निर्माण स्थल पर काम करने के लिए मजबूर किया गया और उसे अपने गाँव वापस जाने की अनुमति नहीं दी गई, ताकि वह ठेकेदार की अवहेलना करने के लिए भयानक नतीजों की लगातार याद दिला सके।

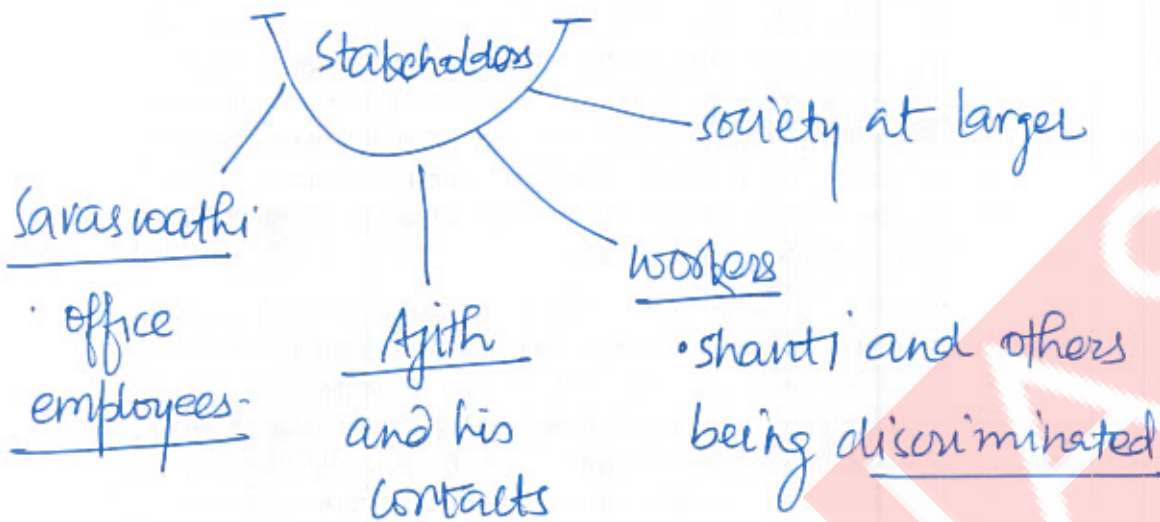
सरस्वती, जिसने अपने आश्रय वाले शहरी जीवन में ऐसी बर्बरता कभी नहीं देखी थी, भावनाओं से अभिभूत थी। सरस्वती ठेकेदार अजीत से नाराज हो गई और उसने घटना पर स्पष्टीकरण की मांग की। अजित ने बेशर्मी से जवाब दिया कि वह अपने कर्मचारियों को लैंगिक और जाति आधार पर भुगतान करता है। सरस्वती ने अजित के खिलाफ कानूनी कार्रवाई शुरू करने का फैसला किया। हालाँकि, उसके अधीनस्थों ने उसे कोई भी कार्रवाई करने के खिलाफ सलाह दी क्योंकि अजित एक बाहुबली और राजनीतिक पकड़ वाला व्यक्ति है। अजित ने सरस्वती, जो एक छोटे से शहर में अकेले रहती है, को धमकी भी दी और कहा कि उसको उसकी सक्रियता के लिए गंभीर परिणाम भुगतने होंगे। इस मामले पर विचार करते हुए, निम्नलिखित प्रश्नों के उत्तर दें :

- सभी क्षेत्रों में नौकरियों में व्यापक लिंग-आधारित वेतनांतर क्या बताता है?
- इस मामले में शामिल नैतिक मुद्दों पर प्रकाश डालते हुए, सरस्वती के लिए उपलब्ध विभिन्न कार्रवाई के साधनों का मूल्यांकन करें।
- अगर आप सरस्वती की जगह होते तो क्या करते? उस कार्यवाही का औचित्य सिद्ध कीजिए। (20 अंक, 250 शब्द)

Civil services are means to ensure that socio-economic revolution envisioned in our constitution reaches to the last person. This faces challenges from patriarchal and casteist elements in our society.

As per PM Nehru, "civil services are vanguards of social revolution".

They must stand tall, while being innovative, in the face of challenges.



[9] Reasons behind gender pay gaps

- ① Deep entrenched patriarchy - feeling of men being superior.
- ② Myths such as - men being more intelligent, hardworking, result oriented
- ③ lack of access to quality education to women
- ④ Weak law enforcement - Equal work-equal pay remains a DPSP in letter, not in spirit

⑤ Women being taught since young ages
- to accept the difference

⑥ Male peers not paying attention to such
inequality prevalent in offices

[b] Ethical Issues

① violation of equal pay for equal work
principle

② Use of caste and genders to reduce women
as commodity

③ Double Burden of social identity forced
on individuals

④ Weak administration at lower level
- note executing the laws

⑤ Nexus between businesses and politicians
- harming innocents

Course of Action available for Saraswathi:

① keep quiet

Merit

- will keep her safe
- Her job safe

Demerit

- Abdication of duty.
- acceptance of cruelty
- Embolden the culprit.

② launch an enquiry, ensure that women working there receive fair income. Ensure that Ajit faces the law

Demerit

- May get transferred
- May get hurt

Merit

- Message to society
- justice to victims
- Acting as per law

(c) I would have decided to launch an enquiry. Keeping safety in mind, I would have requested vigil and more personnel for security of workers. Truth & justice must take precedence

Feedback

(For OFFICE use only)

Structure/
Presentation

Question
Interpretation

Content

Value
Addition

Total

Mentor Feedback Questions

1

2

3

4

5

Test Goal

1

2

3

Outcomes

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.....

.....

Marking Scheme

Mark	Good	Average	Below average
10 Marker	3.75 – 5.0	3.0 – 3.5	< 3.0
15 Marker	5.75 – 7.0	4.0 – 5.5	< 4.0
✓✓	Key / Relevant Point		
✗	Vague / Irrelevant		

* Subject to change without prior notice.

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